Employee resources of Ho Chi Minh city, Vietnam today: practice and solutions

Recursos para funcionários da cidade de Ho Chi Minh, Vietnã hoje: prática e soluções

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Abstract
A policy is a specific line of a political party or a power entity in a certain field, along with measures and plans to implement that line. During the process of formation and development, each country can formulate, promulgate, and amend many kinds of policies many times, with the ultimate aim of ensuring the most harmonious development, high standards of development, and high standards of development towards ensuring the socio-political stability and economic prosperity of the nation. The article focuses on clarifying some characteristics of migrant workers in Ho Chi Minh City, identifying, researching, and initially evaluating the city's policies towards migrant labor resources; from there, the article suggests some oriented solutions to promote the labor force of immigrants to Ho Chi Minh City in the current period.

Keywords: Policy. Resources. Labor. Immigration. Ho Chi Minh City. Vietnam.

Resumo
Uma política é uma linha específica de um partido político ou entidade de poder em um determinado campo, juntamente com as medidas e planos para implementar essa linha.

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Durante o processo de formação e desenvolvimento, cada país pode formular, promulgar e alterar muitos tipos de políticas muitas vezes, com o objetivo final de garantir o desenvolvimento mais harmonioso, altos padrões de desenvolvimento e altos padrões de desenvolvimento para garantir o desenvolvimento socioeconômico, estabilidade política e prosperidade econômica da nação. O artigo se concentra em esclarecer algumas características dos trabalhadores migrantes na cidade de Ho Chi Minh, identificando, pesquisando e avaliando inicialmente as políticas da cidade em relação aos recursos trabalhistas migrantes; a partir daí, o artigo sugere algumas soluções orientadas para promover a força de trabalho dos imigrantes para a cidade de Ho Chi Minh no período atual.


**Introduction**

For big cities like Ho Chi Minh City, migrant workers account for a relatively high proportion. Developed life, high standard of living, easy to find a job, life-long opportunities... That is one of the leading reasons why rural and provincial workers focus on leading cities. This is an inevitable trend that plays an important role in the socio-economic development of the country. However, the migrant labor force, despite making significant contributions to socio-economic development, is still the most vulnerable group, and difficult to access social security policies need attention and support from relevant levels and sectors.

Ho Chi Minh City is a land with an important strategic position, the locomotive and the economic center of the country in general and the South in particular. With those advantages, from its inception until now, the city has always had a strong attraction not only for residents in neighboring areas but also for residents in many other regions each other across the country. Studying Ho Chi Minh City's policies on migrant labor resources; at the same time, evaluating and clarifying the City's policies for migrant workers to come up with solutions to promote the labor force that migrated to the city is a valuable issue.
Literature Review

Research on social security in general and social security policy for migrant workers is a direction that many scientists are interested in. Up to now, there have been hundreds of research works on this content.

The works related to the general theory of migration and labor migration such as: "From Rural to City - Socio-economic Impact of Migration in Vietnam" by Le Bach Duong - Nguyen Thanh Liem (2008), Textbook of Human resource economics (National Economics University Press, Hanoi, 2009) by Tran Xuan Cau (editor),... Works related to policies for migrant workers to Ho Chi Minh City, such as: Resolutions of the 10th, XI, and XII Party Congresses of the City Party Committee (www.hcmcpv.org.vn/), "Development of human resources in Ho Chi Minh City in the process of industrialization and modernization" of Nguyen Long Giao (2014), "Urban residents and urban space in the process of urbanization in Ho Chi Minh City: Current situation and forecast" of the Ho Chi Minh City Development Research Institute (Ho Chi Minh City, 2010), "The unity and conflict of interests between groups and social classes in Ho Chi Minh City today - Current situation and solutions" of Ho Chi Minh Institute of Social Studies - Institute of Social Sciences in Saigon, Institute of Social Sciences in Ho Chi Minh City 2006), "Some issues on rural-urban migration - Challenges and opportunities for Ho Chi Minh City by Bui Viet Thanh, University of Social Sciences and Humanities in Ho Chi Minh City (Ho Chi Minh City, 2011), "The issue of labor migration to urban areas, industrial zones in the context after Vietnam's accession to the WTO - Status and solutions", Vietnam's Environment Association under the Hanoi Union of Development and Development Center. There are also many articles and research articles with specific and detailed perspectives on this issue such as Bui Thi Hoa (2019) researches on female workers in migration through the article “Developing a service system to protect, support and promote social integration for female migrant workers from rural to urban areas”, www.tapchicongsan.org.vn/web_xest_hoi_; “Developing a workforce of workers before new requirements” by Bui Van Cuong learning about the working class (Communist Journal, 2019, www.tapchicongsan.org.vn/en/chinh-tri-xay-dung-dang); or Nguyen Huu Bac researches "Labor market and impacts of industrial revolution 4.0" (Electronic Journal of Labor and Society, 2020, www.laodongxahoi.net), "Migration with socio-economic development in Ho Chi Minh City by Le Van Thanh (2011), "High-quality human resources and foreign workers in Ho Chi Minh City" by Tran Anh Tuan (2013). Thus, studies on social security policies for migrant workers in Vietnam and Ho Chi Minh City have been carried out under many social
science angles, mainly from the perspective of sociology, state management, history, philosophy, politics, sociology, etc.

**Methodology**

The study, the author applies dialectical materialism methodology with a specific and comprehensive historical perspective; and systems approach, and at the same time inherits the research results of previous works to perfect the theoretical and evaluation bases. At the same time, the author uses a combination of interdisciplinary methods in social science research such as analytical method, synthesis method, historical method, logic method, statistical method, and comparison, to perform the tasks in order to achieve the set research objectives.

**Results and Discussion**

**4.1 Overview of Migrant Labor Resources in Ho Chi Minh City**

Ho Chi Minh City is the largest city in Vietnam and a megacity in the near future. It is also an economic and entertainment center and one of two cultural and educational centers in Vietnam. Ho Chi Minh City is located in the transition zone between the Southeast and the Southwest region, The City currently has 16 districts, 1 city, and 5 districts, with a total area of 2,095 km². According to the preliminary census results in 2021, the city's population is 9,166,800 people (accounting for 9.3% of Vietnam's population), and the average population density is 4,375 people/km² (the highest in the country). However, if we include unregistered residents, the actual population of this city in 2018 is nearly 14 million (Ho Chi Minh City Bureau of Statistics, 2020). Ho Chi Minh City is a special metropolis. Due to historical conditions, the city is an important economic, cultural, educational, scientific, and technological center of Vietnam and a dynamic and creative hub for international exchange and integration. With that advantage, right from its historical formation until now, Ho Chi Minh City has been a strong attraction for immigrants and migrant workers. And so, it can be said that the history of the city is always associated with the history of the migration process. In particular, from 1975 until now, immigration to Ho Chi Minh City can be divided into two stages (Bay, 1996): the stage of organized immigration and the stage of unorganized immigration. The stage of organized immigration can be counted from 1975 to 1986. At this stage, in compliance with the assignment and mobilization of the state, a large number of
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Scientific and technical staff, state managers, and employees in the north have moved to the south; cadres gathered to return to their old hometowns, creating an influx of immigrants into Ho Chi Minh City. This is the flow of migrant workers into the city to perform administrative management tasks and develop the economy, culture, science, and technology in Ho Chi Minh City - they are a source of high-quality labor. In addition, implementing the policy of repatriation and urban population expansion, during this period, there was an influx of population moving to new economic zones in Song Be, Long Thanh, Tay Ninh, and the delta Mekong River.

The period of unorganized immigration, from 1986 to the present. At this stage, it can be divided into two periods: from 1986 to 1990 and from 1990 to the present. From 1986 to 1990, this was the period of transition from a centrally planned economy with bureaucratic subsidies to a market economy, an open economy with many economic sectors and economic sectors. This period has created a premise for the rapid and strong development of the economy of Ho Chi Minh City in particular and the economy of the country in general. With the open economy, many private enterprises and joint ventures with foreign countries have formed and developed, attracting a large force of migrant workers from many regions of the country, especially workers from the Mekong Delta provinces, the Southeast, to live and work in Ho Chi Minh City. This is the period of spontaneous migration, without organization, without the help and funding of the state. In the period from 1990 to now, migrant workers in Ho Chi Minh City increased sharply due to the city's faster economic growth, the number of enterprises, enterprises and service establishments also increased rapidly, and the demand for labor was high.

Migrant workers to Ho Chi Minh City have four main characteristics such as young age, emigrating mainly from rural areas, lack of employment, and low income; migrant workers are unstable and often change; migrant workers are complex and heterogeneous due to different emigration origins; and now, in recent years, female migrant workers account for a higher percentage than men and the number of migrant workers from all parts of the country to the city is continuously increasing.

Currently, migrant workers make up over 30% of the population of Ho Chi Minh City. Migrant workers play a particularly important role, contributing to the socio-economic development and human resource development of Ho Chi Minh City in the current period. Migrant workers make a great contribution to providing an abundant and diverse labor force for Ho Chi Minh City's human resources. In addition, migrant workers also contribute to the labor market. Throughout the past decades, the economy of Ho Chi Minh City has always
played an important role in the overall development of the southern region in particular and the country in general. Especially, over the past 10 years, the city's economic growth rate has always been maintained at a high and continuous level, the next year is usually higher than the previous year. To achieve that achievement, many factors influence, and determine the speed and level of economic growth of the city. One of those factors is the size of the population, the size of human resources, the size of the city's labor force, including the size of the migrant labor force.

Migrant workers are a constitutive part of the population, in other words, the concept of population includes migrant workers. In that sense, the size of migrant workers is the total number of migrant workers living in a province, city, or region in a given time. Therefore, if the population size in general and migrant workers in particular is stable, the population structure is reasonable, and the population quality is high, it will create conditions for economic development, economic development will create a material premise to improve the spiritual and social life of the population; on the contrary, it will slow down the speed and level of socio-economic development, negatively affect the spiritual life of the population.

4.2 Practice of Imported Labor Resources of Ho Chi Minh City

In the current innovation period, Ho Chi Minh City is still a major economic and social center of the country, with a very strong pervasive power and labor attraction. With special advantages, in the coming decades, migrant workers (both domestic and foreign) still choose Ho Chi Minh City as the ideal destination. And, with the continued increase in large numbers, migrant workers will pose significant difficulties and challenges for Ho Chi Minh City in terms of social policy, management policy, training and use, and major economic and social policies for migrant workers. Therefore, for the government of Ho Chi Minh City, the correct and full awareness of the advantages and disadvantages of population growth in terms of size and number; the increase in size and structure created by migrant workers is particularly important. If the forecast is correct and the increase in migrant workers, the increase in the city's population, fully aware of the difficulties and advantages of the issue of migrant workers, will be a scientific basis for the city to set out appropriate guidelines, measures, policies, and solutions for human resource development, economic and social development of Ho Chi Minh City.

Migration of laborers to the city to live and work in addition to the advantages, there are also arising problems such as pressure on the population in urban areas, industrial zones,
and pressure on the infrastructure system housing, urban traffic, and affect the security, political and social situation of the city. The increase in migrant labor will affect the quality of the city's implementation of social issues, including social security issues. Currently, the issue of social security is paid special attention to by the city and has achieved many positive results. However, not everyone who needs care receives the right and full attention. Therefore, the increase in migrant workers will put more pressure on the city to implement this issue. Moreover, the increase in migrant labor will affect the quality of human resources in the city because, as analyzed above, the majority of migrant workers coming to the city are unskilled and low-skilled workers, while some of the important tasks to be performed by the city are to improve the quality of human resources to have high-quality human resources.

In order to have high-quality human resources, the city must invest a lot in people in many ways any investment, investment for any object, especially investment in people, also need to be invested in must have great financial potential while this potential of the city is limited. Therefore, when migrant workers increase, the quality of human resources is affected, and the city is forced to study the issue of investment for migrant workers if this option is implemented, it will cost a lot on the one hand on the other hand, will affect the quality of human resources of the city in general due to investment spread.

In addition to affecting socio-economic development in rural areas where they emigrate, and creating disparities between rural and urban areas, migrant workers also put pressure on job creation as well as contribute to economic growth and the increase in the unemployment rate in the city. Migrant workers come from many different provinces, cities, regions, and regions of the country, so there are certain differences in culture (customs, habits). This difference has contributed to complicating the social situation, especially the inherent social evils of the city. Migrant workers who came to Ho Chi Minh City in the vortex of the COVID-19 epidemic, who have struggled to return home for a short time, now have to calculate their way back to find a job. Going home to avoid the epidemic is extremely difficult, while in the city, jobs are waiting for them. The flow of people is busy and miserable to return to the countryside in the North, Central, and Mekong River Delta not long. Today, there is still a constant flow of people, from the Central Highlands provinces to Ho Chi Minh City and some Southeast provinces, the area is considered the "umbrella" of jobs, to find work and earn a livelihood chew.

Besides, the international division of labor is taking place according to the trend that developed countries hold key stages, bringing high added value, especially research and development and distribution. Stages with low added value such as manufacturing activities
will be transferred to developing countries, including Vietnam, of which Ho Chi Minh City is one of the places where this stage is most strongly implemented. Accordingly, the economic structure has changed in the direction of gradually increasing the proportion of service industries; and gradually reducing the proportion of agriculture - forestry - and fishery industries to gradually turn the city into a center of trade - service, and high-tech industry of the whole country. Thinking about immigrants has changed a lot since the COVID-19 epidemic broke out in Vietnam in early 2020. At least there is a need for supportive policies from the government; support and sharing from society and the community to stabilize the labor force in which immigrants account for a large proportion. Immigrants do not have to live on their own but are an important part of contributing to the prosperity of the city. Thus, workers migrate to Ho Chi Minh City because of the attractive forces that not all cities and towns in the country have. The problem for the city is facing the situation that can happen in the forecasted future, what the city must do, how to do it, based on what point of view to make the most of its resources while minimizing the negative factors that the migrant workforce can bring to the City.

Faced with that fact, the city has policies to maximize the human factor, human resource factor, and labor factor, we need to create a favorable environment for people to develop overview. To have a favorable environment for human activities, it is necessary to have appropriate and effective management, use, and training policies for human resources and labor resources.

The city has signed a policy project for migrant workers from other localities to the city. Accordingly, the city will pilot and institutionalize a transparent model of temporary residence registration procedures and access to public services for workers from other localities, mainly focusing on the target group of temporary workers long-term stay (over 6 months) in industrial parks in districts 9, and 12. Through this, workers from other localities will have the opportunity to understand the law of residence and be able to have higher access to public services. To accomplish the above goals, the city will install 40 tin registration procedure boards in the neighborhoods and publicly post 180 paper registration procedure boards at the hostels. At the same time, the city also provides free legal advice to about 400 migrant workers from other localities (of which about 70% are female) living and working in the project area through counseling was carried out during the communication sessions in the community and 800 workers participated in small group discussions on the knowledge of Residence Law. Notably, there will be about 50 working households from other localities in 2 districts of the city to be transferred health insurance for children and relatives from rural to
urban areas; 200 workers from other localities can use electricity according to the preferential price scale of the State (Dy, 2015) … The city is making an effort to shift its focus from building affordable social housing to taking care of people's health. Owning a home for low-income people, the focus is on taking care of accommodation for workers. Spacious and clean hostel projects for low-income workers (including migrant workers) will help provide more accommodation for workers. That should also be considered as a change in thinking in the way of making policies on social security in Ho Chi Minh City, indispensable A very important part of the population is migrant workers.

For the field of labor and employment, improve the quality of the city's human resources, meet the requirements on quantity and quality of human resources for socio-economic sectors, and develop a qualified workforce high international standard; balance supply and demand for labor, improve the material and spiritual life of employees; develop and improve the efficiency of labor market operations. For the field of education and training, continue to improve the quality of education and training; improve facilities, network of schools, classes, teachers and administrators, educational content and methods; promote socialization and international linkage, mobilize all resources to invest in the education and training sector; ensure standards of teachers, schools and facilities of all disciplines and levels of study; strive to build the city into a major center of high-quality education and training in the whole country and Southeast Asia. For the health sector, promote health development, step by step modern and complete towards equity, efficiency, and development: well implement national health programs, continue to invest in health prevention and strengthen hygiene and disease prevention measures, control food hygiene and safety; consolidating and perfecting the medical network from grassroots to city; develop a high-tech specialized medical system; promote socialization, invest in the development of medical facilities, build hospital clusters at the city gateways, reduce pressure on upper-level hospitals. For the field of culture and sports, develop in the direction of civilization and modernity, bring into play the national cultural identity and spiritual values with characteristics of Vietnam and the people of the city cultural diversity. Developing culture to meet the spiritual life needs of the city's people, creating favorable conditions for cultural exchanges between Ho Chi Minh City and the whole country and the world.

With the city's efforts, according to the results of the Provincial Governance and Public Administration Performance Index Report in Vietnam (PAPI) 2022 published by the United Nations Development Program (UNDP) on the morning of 12 April 2022, Ho Chi Minh City is the leading locality in the country in terms of immigration attraction. According to the
survey results, there are 3 main reasons why people from other places choose to migrate to the city: the desire to reunite with their families and have better working conditions and income (Thuy, 2022).

However, the achieved results have not been commensurate with the efforts, potentials, and requirements of the city's development. Therefore, to promote the migrant labor force, it is necessary to implement diversified, synchronous, and systematic solutions to the problem of promoting the labor force migrating to Ho Chi Minh City.

4.3 Solutions to Promote the Resources of Migrant Workers in Ho Chi Minh City

The issues raised about social policy for migrant workers in Ho Chi Minh City today require a multi-dimensional, comprehensive and feasible view from the city's reality. Some oriented solutions to this problem according to our research are:

Firstly, implementing management and training policies for migrant workers. Policy is a specific line of a political party or a power entity on a certain field, along with measures and plans to implement that line. During the process of formation and development, each country can formulate, promulgate and amend many times for many kinds of policies, with the ultimate aim of ensuring the most harmonious and highest human development, towards ensuring socio-political stability and economic prosperity of the nation. For Vietnam, in the process of developing a socialist-oriented market economy, the state relies on the legal system and policy system to manage and adjust the relationship between sectors, fields, regions, economic sectors, economic and social development, etc. In that policy system, there are policies that directly affect, there are policies that affect indirectly, but after all, every policy has an impact, affecting people, human resources, and labor resources of the nation - the subject of society, the important internal force of the country.

If we want to maximize the human factor, human factor, and labor factor, we need to create a favorable environment for people to develop comprehensively. To have a favorable environment for human activities, it is necessary to have appropriate and effective management, use, and training policies for human resources and labor resources. Thoroughly grasping the Party's point of view is "Developing and improving the quality of education and training, the quality of human resources; development of science, technology and knowledge economy. Focus on solving employment and income problems for employees, improving the material and spiritual life of the people. Make clear progress in the implementation of social
progress and justice, ensure social security, reduce the rate of poor households; improve health care conditions for the people” (Communist Party of Vietnam, 2011).

The revised Law on Residence in 2013 was born, there were much more liberal regulations than the previous law on conditions to be imported into the city. Although there are more advantages than before the difficulties. According to the survey results report "The problem of migrant workers moving to urban areas and industrial zones in the context of Vietnam's accession to WTO - Current situation and solutions" in 2012, currently, one of the difficulties that migrant workers are facing is the problem of household registration - this difficulty accounts for 13% of the difficulties.

Secondly, on the issue of migrant labor sources, the city government needs to have a comprehensive view and dialectic thinking. In the face of any problem, if you want to solve it effectively, you must have a holistic view, way of thinking, and approach. Therefore, it is necessary to put the problem of migrant workers in line with its objective reality in order to have a possible answer. First of all, it is necessary to be properly and fully aware of the issue of migrant workers; and recognize the role of migrant workers in the socio-economic development of the country in general and the city in particular; it is necessary to respect labor rights and create many opportunities to live, work and develop careers, there will always attract workers; exercise human rights on the basis of actual conditions and from the needs of socio-economic development of the city in the direction of civilization - modernity - gratitude. The city plans the right and reasonable policies for migrant workers. From policies towards migrant workers, authorities at all levels need to have the right perspective to create conditions for them to "settle down and have a good career" and take responsibility for their own lives.

Thirdly, the city needs to set out specific directions for the socio-economic development of the city to attract and create favorable conditions for migrant labor resources. Over the past time, the city has effectively implemented specific development orientations. Therefore, in the current integration situation and the city's economy has shown signs of decline after the COVID-19 pandemic (Snow & Germany, 2023), it is even more necessary to set specific orientations. The city needs to concretize socio-economic development goals and provide a system of strong, clear, and drastic solutions to the tasks in the spirit of the Resolution of the 11th City Party Congress (term of 2020 - 2025) (Ho Chi Minh City Party Committee, 2021), such as:

Developing service industries will develop breakthrough services based on improving the quality and efficiency of service industries and investing in new development of products and services; develop Ho Chi Minh City into a service center of Southeast Asia. industrial
development - construction, focusing on industries, fields, and stages with high value-added content; develop 4 groups of industries with high science - technology and added value (mechanical engineering; electronics - information technology; pharmaceutical chemistry - rubber; refined food processing) and biotechnology, clean and energy-saving industries; to develop fashion industry, textile - leather and footwear industry, design industry; gradually move from outsourcing and assembly activities to manufacturing activities. Continue to develop high-tech industrial parks.

To develop agriculture - rural areas in Ho Chi Minh City towards modernity, with high productivity, quality, efficiency, and competitiveness associated with the agricultural characteristics of a special urban area and the southern key economic region.

To develop socio-cultural fields, to develop a highly qualified workforce of international standards; balance supply and demand for labor, improve the material and spiritual life of employees; develop and improve the efficiency of labor market operations; Continue to improve the quality of education and training; improve facilities, network of schools, classes, teachers and administrators, educational content and methods; promote socialization and international linkage, mobilize all resources to invest in the education and training sector; ensure standards of teachers, schools and facilities of all disciplines and levels of study; To step up the development of healthcare, step by step, to modernize and complete it towards equity, efficiency and development: well implement national programs on health, continue to invest in preventive medicine, strengthen measures of hygiene and prevention of diseases, control food hygiene and safety; consolidating and perfecting the medical network from grassroots to city; develop a high-tech specialized medical system; promote socialization, invest in the development of medical facilities, build hospital clusters at the city gateways, reduce pressure on upper-level hospitals.

For the field of culture and sports, develop in the direction of civilization and modernity, promote national cultural identity and spiritual values with characteristics of Vietnam and the people of the city, ensuring cultural diversity. Developing culture to meet the spiritual life needs of the city's people, creating favorable conditions for cultural exchanges between Ho Chi Minh City and the whole country and the world; The development of science and technology, scientific and technological activities of the city must become a direct driving force, making an important contribution to the quality of growth and sustainable development, reaching the average advanced level, shortening the gap with major cities in the region.

Develop national defense and security, perform well the national defense and security tasks in the new situation, prevent and combat the plot of "peaceful evolution"; firmly grasp
the situation forecast, always take the initiative in all situations; strengthen the prevention and fight against crime and law-breaking acts to maintain political security and social order, and maintain a peaceful and stable environment;

Housing development includes 5 housing programs: a program to replace damaged and degraded apartments; a social housing program; a resettlement apartment building program; a program to relocate households living on and along canals; public housing program. All of the above programs aim to meet the city's housing needs and protect the environment, control, prevent and reduce pollution of air, noise, surface water, groundwater, ordinary solid waste, and hazardous waste, and at the same time remedy severely polluted places to meet national standards and technical regulations on environment; building a clean city with a good living environment, restoring ecosystems and biodiversity, protecting and developing Can Gio Biosphere Reserve; raise the community's awareness of environmental protection in association with climate change response.

Conclusion

The issue of developing migrant labor resources in Vietnam in general and in Ho Chi Minh City in particular is a complex issue with many difficulties. Over the past time, the Ho Chi Minh City government has handled and handled effectively, creating conditions for migrant workers to integrate and stabilize, contributing to the development of human resources and the development of economic and social fields of the city. In the new period, with the new economic and social development strategy, surely the economic and social life of the people of the city will have more changes and optimism. Therefore, the migrant labor force, with a regular tendency, will again focus on living, working, and working in Ho Chi Minh City on a large scale and inevitably with many complications. To develop migrant labor resources for the city in the new period, the Ho Chi Minh City government needs to have dialectical thinking, an objective perception, and a comprehensive view - specifically to come up with a system of timely and feasible solutions and that is also a measure to promote the city's economy to develop strongly, deserving the position of a civilized, modern, and loving city.

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Submetido em: 28.07.2023
Aceito em: 29.08.2023